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DOES
NOT CIRCULATE

PREAMBLE

This agreement entered into this _____ day of
_____, 19____, by and between the Board of
Education of the Borough of Eatontown, New Jersey, here-
inafter called the "Board", and the Eatontown Teachers
Association, hereinafter called the "Association", incorp-
orates the articles hereinafter indexed and further defined.

1972-74

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ARTICLE I

I-1

RECOGNITION

A. The Board hereby recognizes the Association as the majority representative for collective negotiation concerning terms and conditions of employment for all certified personnel whether under contract, or on approved leave employed by the Board including:

Nurses

Librarians

Classroom Teachers

Remedial Teachers

Learning Disability Specialists

Sponsors of recognized extra-curricular activities

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and reference to male teachers shall include female teachers.

NEGOTIATION PROCEDURE

- A. The majority representative shall submit in writing proposals for collective negotiation to the Board on October 15th of the calendar year in which this agreement expires. Negotiations shall commence no later than November 15th of the same year and ground rules will be determined by the parties in negotiation at the first meeting.
- B. Any agreement so negotiated shall be reduced to writing and executed by both parties.
- C. This agreement shall not be modified in whole or in part except by an instrument in writing executed by both parties.

GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim by a teacher or the Association based upon the interpretation, application, or violation of the provisions of this agreement, policies and administrative decisions affecting a teacher or group of teachers.
2. An "aggrieved person" is a person or persons who is/are a member(s) of the appropriate unit and making the claim.
3. A "party in interest" is a person making the claim, and any person(s) or the Association who might be required to take action or against whom action might be taken in order to resolve the claim.
4. A complaint of a non-tenure teacher which arises by reason of his not being re-employed shall not be grievable beyond the level of the Board.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the terms and conditions of employment of teachers subject to Paragraph E 5 of this Article, and as may be appropriate without disclosure at any level of procedure.
2. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted without intervention by the Association, provided

Grievance Procedure, cont'd.

the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure before the end of the school year, and if left unresolved until the beginning of the following year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

LEVEL I

3. A teacher with a grievance shall discuss it first with his Principal or immediate superior, either directly or through the Association's representative, within 30 days of the occurrence of the event, situation or incident which gave rise to the grievance, with the objective of resolving the matter informally at this level.

LEVEL II

4. If the aggrieved person is not satisfied with the disposition of his

Grievance Procedure, cont'd.

grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he may file the grievance in writing with the Chairman of the Association's Negotiations Committee within five (5) school days after the decision at Level One or ten (10) days after the grievance was first presented at Level One, whichever is sooner. Within five (5) school days after receiving the written grievance, but no later than ten (10) days, the Chairman of the Negotiations Committee shall refer it to the Superintendent of Schools.

LEVEL III

5. If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he may, within five school days after a decision by the Superintendent of fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, request in writing that the Chairman of the Negotiations Committee submit his grievance to the Board of Education. If the Board of Education fails to resolve the grievance to the satisfaction of the aggrieved within fifteen (15) school days after the receipt thereof, then the Board and the Association's Negotiations Committee shall resort to arbitration, and attempt to agree upon a mutually acceptable arbitrator and shall obtain from said arbitrator a commitment to serve. If the parties are unable to agree upon an arbitrator or obtain a

Grievance Procedure, cont'd.

commitment within the period specified, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall be then bound by the rules and procedures of the American Arbitration Association in the selection of the arbitrator.

(a) The arbitrator so selected shall confer with the representatives of the Board and the Negotiations Committee and hold hearings promptly. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any award which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The award of the arbitrator shall be submitted to the Board and to the Association and shall be final and binding on all parties.

(b) The Cost for the services of the arbitrator shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. Rights of Teachers to Representation

1. The aggrieved party may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

Grievance Procedure, cont'd.

2. No reprisals of any kind shall be taken by the Board or any members of the Administration against any party in interest, any faculty representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. If, in the judgment of the Association, a grievance arising out of the same transaction materially affects a group or class of teachers, the Negotiations Committee may submit such grievances in writing to the Superintendent directly and the processing of such grievance shall commence at Level Two. The Negotiations Committee may process such a grievance through all the remaining levels of the grievance procedure.

2. Decisions which are rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefor and shall be transmitted promptly to all parties in interest and to the Chairman of the Negotiations Committee of the Association. Decisions rendered at Level Three shall be in accordance with Paragraphs 5 (a,b,) of this Article.

3. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants. Such files may be kept by the Superintendent and the Association.

4. Forms for filing grievances (supplied by the Association), serving

Grievance Procedure, cont'd.

notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and be given appropriate distribution so as to facilitate operation of the grievance procedure. Copies of all such forms may be supplied to all teachers at the orientation meeting prior to the opening of school in September.

5. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.
6. A grievance procedure shall not be used as an instrument to create new policy.
7. The parties specifically agree to reexamine and renegotiate the provision for binding arbitration at the end of the contract term.

TEACHERS RIGHTS

A. Pursuant to Chapter 303, Public Laws of 1963, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations. As a duly elected body exercising governmental powers under the laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 303, Public Laws of 1963 or other laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any teacher with respect to terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he may have under New Jersey School Laws or other applicable laws and regulations.

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the District, including but not limited to annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations, agendas and minutes of all Board meetings whether special or regular meetings, census data, and names and addresses of all employees of the Board.
- B. Representatives of the Association, the New Jersey Education Association, the Monmouth County Education Association, and the National Education Association shall be permitted to transact official Association business on all school property at all reasonable times except when not occupied as teaching duties require, provided that this shall not interrupt nor interfere with normal school operations, nor the immediate obligations of the teacher so concerned.
- C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings except when not occupied as teaching duties require. The Principal of the building in question shall be notified in advance of the time and place of all such meetings. Approval of the Superintendent or his designee is required subject to board policy.
- D. The Association shall have, in each school building, the use of a bulletin board in each faculty lounge. Copies of all materials or reasonable facsimile of all materials to be posted on such bulletin boards shall be given to the building principal, but no approval shall

Association Rights and Privileges, cont'd.

be required.

- E. The Association shall have the right to reasonably use the inter-school mail facilities and school mail boxes for Association materials as it deems it necessary and without the approval of the building principal or other members of the Administration.
- F. The rights and privileges of the Association and its representatives as set forth in the Agreement shall be granted only to the Association as the exclusive representative of the teachers and to no other organizations.

SCHOOL CALENDAR

A. The Superintendent shall submit to the Teachers Association a proposed school calendar for comments at least thirty (30) days prior to its adoption.

TEACHERS' HOURS AND TEACHING LOADS

- A. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty sign-in roster. Teachers signing in late shall be required to indicate the time of arrival and initial same. Teachers shall indicate their departure at the end of the school day by placing a check mark in the appropriate column of this roster.
- B. No teacher shall be required to report for duty earlier than fifteen (15) minutes before the opening of the pupil's school day, and shall be permitted to leave fifteen (15) minutes after the close of the pupil's school day. On Fridays the teachers' work day shall end at the close of the pupil's school day or when all duty obligations have been completed.
- C. Teachers shall have a daily duty-free lunch period in accordance with the State Board of Education Regulations. The lunch period shall be at least thirty (30) minutes in length.
- D. Teachers may leave the building without requesting permission during their scheduled duty-free lunch period so long as said teachers sign out and sign in.
- E. No meetings, conferences, or interviews shall be scheduled with the teacher by the administration during the duty-free lunch period except in an emergency.
- F. An Association representative may speak to the teachers at any meeting called by the administration and held after the work day for at least ten (10) minutes on the request of the representative at the end of the meeting.

Teachers' Hours and Teaching Loads, cont'd.

- G. When possible, the notice and the agenda for any meeting shall be given to the teachers involved at least one school day prior to the meeting except in an emergency. Teachers shall have the right to suggest items for the agenda.
- H. The Board of Education recognizes that class size and teaching load are important factors in establishing an excellent educational program and will, therefore, make every effort to provide adequate classroom space and sufficient professional personnel. The Board of Education will make the final decision regarding class size.
- I. The Board of Education shall continue to employ Teachers' Aides in the same capacity as now.

SALARIES

- A. The salaries of all teachers covered by this Agreement are set forth in Schedule A which is attached hereto and made a part hereof.
- B. The Board shall reserve the right to make additional salary increments over and beyond the maximums as outlined in Schedule A.
- C. Teachers shall be provided with a statement of earnings and deductions made from those earnings, for each monthly salary payment.
- D. Veterans will be granted a year of experience for each year of active service with the armed forces. Six or more months will count as a year.
- E. "Bachelor's degree or the equivalent" shall mean a bachelor's degree conferred by a college or university whose courses for such degree are acceptable to the State Board of Examiners for certification purposes or proof of the satisfactory completion of 128 semester hours in courses in any college or university, or colleges or universities, whose courses for the bachelor's degree are acceptable to the State Board of Examiners for certification purposes.
- F. "Master's degree or the equivalent" shall mean a master's degree conferred by a college or university whose courses for such degree are acceptable to the State Board of Examiners for certification purposes or proof of the satisfactory completion of 30 additional semester hours in graduate courses beyond the course requirements for the bachelor's degree in any college or university, or colleges or universities, whose graduate courses for the master's degree are acceptable to the State Board of Examiners for certification purposes.

Salaries, Cont'd.

G. "Doctorate or 6th year level" shall mean a doctor's degree conferred by a college or university whose courses for such degree are acceptable to the State Board of Examiners for certification purposes or proof of completion of 32 additional semester hours in graduate courses beyond the course requirements for the master's degree in any college or university, or colleges or universities, whose graduate courses for the doctor's degree are acceptable to the State Board of Examiners for certification purposes.

H. Non-degree tenure teachers with fifteen years' service will be placed on the bachelor's degree scale.

I. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.

MID- YEAR SALARY ADVANCEMENT

Any member of the instructional staff who shall complete the requirements for a higher degree and who shall be able to produce evidence of such completion shall be advanced to his corresponding rank on the existing teachers' salary guide at the degree salary indicated. It is the intent of this policy to recognize at mid-year the degree status of members of the instructional staff. Therefore, any member of the instructional staff who has been awarded a higher degree on or before January 31 of a given year will be adjusted to his or her proper position on the scale which corresponds to the higher degree, salary payments to become effective February 1st of said year.

PAYMENT OF BEDSIDE OR TUTORING INSTRUCTORS

- A. Teachers appointed by the Board of Education to provide tutorial service shall be compensated at the rate of seven (\$7.00) dollars per hour.
- B. This rate may only be exceeded when specialized service is required. The Board of Education will set such rates individually.

TEACHER ASSIGNMENT

- A. All teachers shall be given written notice of tentative changes in class and/or subject assignments or building assignments for the forthcoming year by June 1st. Should change be required after this date, written notice will be sent to the teacher at his home or file address by certified mail. The teacher so affected may request and be granted a conference with the Superintendent of Schools or his designee concerning such change.
- B. Teachers who use their automobile for authorized inter-school travel shall be reimbursed at the rate of \$.10 (ten cents) per mile. Such mileage shall not be reimbursable for travel to or from home.
- C. Positions that are advertised outside the Eatontown School System shall also be posted in each school of the system at the same time.

VOLUNTARY TRANSFERS AND ASSIGNMENTS

- A. On or about May 1, the Superintendent shall post in all school buildings a list of expected vacancies for the following school year.
- B. In the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher shall be honored to the extent that the transfer does not conflict with the instructional requirements and best interests of the school system. Teachers who desire a change in grades and/or subject assignment may file a written statement of such desire with the Superintendent stating the grade and/or subject desired and the school or schools to which transfer is requested. Such requests will be considered when scheduling is made, but this consideration is not intended to limit the flexibility of the administration.

INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Notice of an involuntary transfer or reassignment shall be given to the teacher affected in writing, in person or by certified mail to the individual teacher's home or file address when determined by the Board of Education. The teacher so affected may request and be granted a conference with the Superintendent of Schools or his designee concerning such change. This provision is not intended to limit the flexibility of the administration.

TEACHERS SICK LEAVE AND ABSENCES

A. Personal Illness

1. Teachers employed by the Board of Education of Eatontown Borough shall be allowed sick leave with full pay for ten (10) days in any school year in accordance with Chapter 188, P.L. 1954.
2. Personal illness is hereby defined as absence from his or her duty because of personal disability due to illness or injury, or because he has been excluded from school by the school district's medical authorities on account of contagious disease or of being quarantined for such a disease in his immediate household.
3. If any teacher shall be absent for five or more consecutive days, he will be required to visit the school physician or own physician for the purpose of physical certification before returning to duty. Said certification may be required after any absence upon the request of the Superintendent of Schools.
4. If any teacher shall utilize, in any school year, less than the ten days provided above, the remaining days shall be accumulative for additional sick leave with full pay in subsequent years beginning September 1, 1955.

B. Death in the Family

Five (5) days absence in one school year are allowed for death in the immediate family. Immediate family defined as: parent, child, spouse, brother, sister, mother-in-law, father-in-law. This leave is non-cumulative.

Teachers Sick Leave and Absences, Cont'd.

C. Illness in the Family

Three (3) days absence in one school year are allowed for illness in the immediate family. This leave is non-cumulative.

D. Personal Business

1. Three (3) days absence in one school year are allowed for personal business. Such items as legal matters, death of people other than those of the immediate family. This leave is non-cumulative. It is not to be interpreted as vacation time. All requests must be approved by the building principal prior to the day or days of absence. Leave of this nature may not be taken the day before or after a school vacation except in extreme cases.
2. Up to two (2) days per school year will be allowed for observance of religious holidays, where said observance prevents the teacher from working on said days. This leave is non-cumulative.

E. Professional Leave

School and professional business as authorized by the Superintendent.

F. Unauthorized Leave

Unauthorized leave shall be considered a breach of contract and could result in dismissal. If the Board of Education, through the Superintendent, should choose to grant time off for vacation purposes the person involved will have 1/200th of his or her salary deducted for every school day he is absent for this reason.

G. Over-Extended Leave

Teachers Sick Leave and Absences, Cont'd

Substitutes pay will be deducted from staff pay for days exceeding the leave policy in each category, except that of personal business, subject to the following limits and provisions.

1. Non-tenure teachers - a maximum of five days extended leave.
2. Tenure teachers - a maximum of ten days extended leave.
3. The Superintendent shall approve extended leave. He shall notify the Board of Education when the extended leave limits as outlined above have been reached. Additional remuneration will be at the discretion of the Board of Education.
4. Extended leave for the category "personal business" will only be approved in extreme cases.
5. Deductions for extended leave not approved, will be the same as provided in the category "unauthorized leave".

H. Category of Leave

The building principal should determine the category for leave in each case. If there is a conflict the matter will be brought to the attention of the Superintendent and finally to the Board.

I. Leave of Absence

A teacher applying for temporary or extended leave of absence for causes other than those stated in the rules and regulations above, shall do so in writing to the Board of Education. Such cases will be decided individually on their merits at the discretion of the Board.

SABBATICAL LEAVES

The Board agrees to grant up to one (1) Sabbatical Leave in accordance with the following:

1. the approval of a Sabbatical Leave is the sole prerogative of the Board.
2. the applicant must have ten (10) years of teaching experience in Eatontown.
3. the Sabbatical must be for an approved graduate residence requirement program and/or recipients of approved Scholarships or Fellowships.
- 4a. a teacher granted a Sabbatical Leave will receive one-half ($\frac{1}{2}$) his or her salary for the year in which the leave is granted.
- b. a recipient of a Scholarship or Fellowship will receive the difference between the amount granted in the Scholarship or Fellowship and one-half ($\frac{1}{2}$) his or her salary for the year in which the Sabbatical Leave is granted. Should the Scholarship or Fellowship exceed one-half ($\frac{1}{2}$) the recipient's salary for that year, no reimbursement will be made by the Board.

This is agreed to in substance. The language is to be improved to benefit the teachers and to clarify such matters as step on salary scale returning to after sabbatical and state of fringe benefits while on sabbatical. This is at the suggestion of Mr. Palmisano

SUBSTITUTES

- A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall notify the designated answering service as soon as possible, and in any event no later than 7:00 A.M. prior to the opening of the school day, to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute.
- B. Substitutes shall be provided for those teachers of special subjects such as art, music, physical education when possible.

MEDICAL INSURANCE PROTECTION

A. The Board shall provide the following health care insurance protection for all certificated employees covered by this Agreement. The Board shall make payment of full individual or fully family insurance premiums as appropriate to provide insurance coverage for the full twelve-month period for the following insurance at regular rates.

1. Hospitalization benefits
2. Medical - Surgical benefits
3. Out-patient benefits
4. Major Medical benefits.

B. Employees with dependents insured elsewhere vis-a-vis the above benefits shall not be eligible for dependent coverage at Eatontown Schools unless such coverage is relinquished at the dependent's place of employment. Employees with a spouse in military service are not eligible for the medical benefits rendered above.

The Board reserves the right to select any carrier providing benefits are satisfactory to the Teachers' Association.

TEACHER COURSES - REIMBURSEMENT

A. Non-Tenure Teachers

The Board shall pay one-half of the cost for any courses taken by a member of the faculty providing such courses conform with New Jersey State requirements and have been approved by the Superintendent of Schools. At no time shall the foregoing Board contribution exceed \$100.00 per participant per year for those faculty members with three years or less experience in this district.

B. Tenure Teachers

1. The Board shall pay the full cost for any courses taken by a member of the faculty providing such courses conform with New Jersey State requirements and have been approved by the Superintendent of Schools. At no time shall the foregoing Board contribution exceed \$200.00 per participant per year for those faculty members with more than three years in the district.
2. Reimbursement is provided only for those teachers taking courses who are fully certified. Fully certified shall mean holding a permanent or standard certificate in the field in which the individual is teaching.
3. Teachers desiring reimbursement must present to the Principals

Teacher Courses -- Reimbursement , Cont'd.

expenditure made for the course or courses. Principals will present all requests for reimbursement to the Superintendent by July 1.

DEDUCTIONS

A. Deductions from each teacher's salary shall be in accordance with New Jersey Statutes for the following:

1. Monmouth County Teachers Federal Credit Union
2. Tax Sheltered Annuity
3. Washington National Insurance
4. Pension and Annuity Funds and Loan Repayment
5. Contributory Insurance
6. Association Payroll Deduction.

B. The Board shall deduct from the salaries of its teachers dues for the Eatontown Teachers Association, the Monmouth County Education Association, the New Jersey Education Association and the National Education Association as such teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, New Jersey Public Laws of 1969 (NJSA 52:14-15.9e) and its amendments and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Eatontown Teachers Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations. Each of the associations named above shall certify to the Board in writing the current rate of its membership dues. Any

ARTICLE XX

XX-2

Deductions, Cont'd.

association which shall change the rate of its membership dues shall give the Board written notice prior to and with time sufficient for the effectuation of such change.

MISCELLANEOUS PROVISIONS

- A. The Board of Education and the Association shall carry out all the commitments contained herein.
- B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration shall be controlling.
- D. Any changes or modifications in terms and conditions of employment will be made only through negotiations by the Board and the Association.

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1972, and shall be continued in effect until June 30, 1974. Negotiations may be opened at the end of the first year of the contract in the areas of salary and insurance benefits.

IN WITNESS WHEREOF the parties have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

EATONTOWN TEACHERS ASSOCIATION EATONTOWN BOARD OF EDUCATION

By _____
President

By _____
President

By _____
Secretary

By _____
Secretary

Schedule A

Proposed Salary Scale for 1972-73 School Year

<u>Year</u>	<u>B.S. Degree or Equivalent</u>	<u>M.A. Degree or Equivalent</u>	<u>Doctorate or 6th Year Level</u>
1	\$ 8,100	\$ 8,900	\$ 9,700
2	8,500	9,300	10,100
3	8,950	9,750	10,550
4	9,400	10,200	11,000
5	9,800	10,600	11,400
6	10,200	11,000	11,800
7	10,650	11,450	12,250
8	11,100	11,900	12,700
9	11,500	12,300	13,100
10	11,900	12,700	13,500
11	12,350	13,150	13,950
12	12,750	13,550	14,350
13	13,200	14,000	14,800
14	13,600	14,400	15,200